

DECLARATION AND PETITION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor of the subject matter which is claimed and for which a patent is sought on the invention entitled "ORGANIZATION PROFILING USING CHARACTERIZATIONS OF ORGANIZATIONAL PROCESSES BY MULTIPLE MEMBERS," the specification of which I am filing herewith.

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the examination of this application in accordance with 37 C.F.R. § 1.56(a).

PRIOR FOREIGN APPLICATION(S)

We hereby claim foreign priority benefits under 35 U.S.C. § 119(a)-(d) of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application of which priority is claimed.

Number	Country	Filing Date	Priority Claimed?
NONE			

PRIOR UNITED STATES APPLICATION(S)

We hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of 35 U.S.C. § 112, we acknowledge the duty to disclose material information as defined in 37 C.F.R. § 1.56(a) which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

Application Serial No.	Filing Date	Status
NONE		

PRIOR UNITED STATES PROVISIONAL APPLICATION

We hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below:

Application Serial No.	Filing Date	Status
NONE		

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true. These statements were made with the knowledge that willful false statements and the like so made are punishable by

fine or imprisonment, or both, under 18 U.S.C. § 1001 and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full name of inventor: Ted Margison

Inventor's signature  Date July 22/03

Residence: Los Angeles, California

Citizenship: United States of America

Post Office Address: 11870 Washington Place, Suite 403
Los Angeles, California 90066

POWER OF ATTORNEY

I am the inventor of the subject matter described and claimed in the patent application entitled "ORGANIZATION PROFILING USING CHARACTERIZATIONS OF ORGANIZATIONAL PROCESSES BY MULTIPLE MEMBERS," the specification of which is attached hereto.

I hereby appoint the following attorneys of the law firm McDermott, Will & Emery with the power to appoint associate attorneys to prosecute this application and any continuation, divisional, continuation-in-part, reissue, or reexam application thereof, and any international application under the Patent Cooperation Treaty based on it, and to transact all business in the U.S. Patent and Trademark Office connected therewith, such attorneys currently being:

Stephen A. Becker	26,527
Marc E. Brown	28,590
Daphne L. Burton	45,323
Craig Gelfound	41,032
Charles Rosenberg	31,464

I hereby grant said attorneys the power to insert on this Power of Attorney any further identification that may be necessary or desirable in order to comply with the rules of the U.S. Patent and Trademark Office.

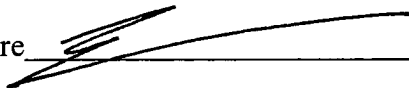
The authority under this Power of Attorney of each person named above shall automatically terminate and be revoked upon such person ceasing to be a member or associate of or of counsel to that law firm.

Please direct all future correspondence to:

Attn: Craig A. Gelfound
MCDERMOTT, WILL & EMERY
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Full name of sole inventor: TED MARGISON

Inventor's signature



Date: July 22/03

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Citizenship:

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